



# Epsilon Sigma Phi

ALPHA SIGMA CHAPTER, WISCONSIN  
MARCH 2011

**Your Key to Professional Excellence**

## PRESIDENT'S LETTER

### Appreciating Past ~ Sustaining Present ~ Thriving Future

Serving as your President this past year has been an amazing and wonderful experience! As my term is nearing completion, I would like to invite all of you to join me at the annual JCEP Conference (April 5-7 in Stevens Point) to celebrate our success this past year. We have a lot to celebrate, including announcing our award winners, recognizing our grant recipients, inducting new ESP members, remembering former colleagues, competing in the Extension Olympics and enjoying fellowship. I also encourage you to attend our annual meeting at 10:30a.m. on Wednesday April 6<sup>th</sup>.



Our Chapter is nearing the completion of a year-long strategic planning process to ensure a thriving organization. This plan appreciates our history while simultaneously prepares us for the future. I would like to thank Kathy Eisenmann, Yvonne Horton, Bob Kaiser, Christine Kniep, Joan LeFebvre, Mary Mennes and Dan Wilson for serving with me on the planning design team. This plan includes revised mission and vision statements, prioritized goals, and actions plans designed to ensure our success. The ESP Board is currently reviewing the plan. Then it will be unveiled at our annual meeting on April 6<sup>th</sup> and posted to our website.

As my year as president winds down, I'd like to take this opportunity to say thank you! It's been a great opportunity to work with colleagues across the state and program areas as well as across the nation. Special thanks to:

- 2010-2011 ESP Board members
- ESP Committee Chairs and committee members
- Dean's office
- National ESP Board and Executive Director
- YOU- the active and retired members of the Alpha Sigma Chapter of Epsilon Sigma Phi.

It's been an honor to serve you in this role and I look forward to seeing many of you at JCEP!

Sincerely,

Paul Roback,  
Alpha Sigma Chapter President  
[paul.robback@ces.uwex.edu](mailto:paul.robback@ces.uwex.edu)

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### Retiree Communications

In order to better serve our retired members, we have created an e-mail distribution list to communicate relevant information. This includes communications on:

- ESP Updates & Newsletters
- Retirement Announcements
- UW-Extension News of Interest (leadership changes & news)
- Memorial Notices
- Communications from the Dean & Director

If you are a retired ESP member and have not received these communications in the past few months, please request to be added to the list by sending Paul Roback an e-mail at [paul.robback@ces.uwex.edu](mailto:paul.robback@ces.uwex.edu)

### Needed Life Members

Needed: Life Members to serve on National Committees—The National ESP Board has a goal of having a Life Member on each of the Standing Committees. Follow the link to the form to apply to be a new member on a committee or to be a renewing committee member. Additional information at [www.espnational.com](http://www.espnational.com)



#### **MISSION OF ESP**

The mission of Epsilon Sigma Phi is to foster standards of excellence in the Extension System and to develop the Extension profession and professional. Since Epsilon Sigma Phi was established in 1927 in Bozeman, Montana, members have worked to strengthen the impact of the Extension System to address needs of individuals and communities through research-based education. ESP is one of the oldest and is the largest organization of Extension Professionals. Epsilon Sigma Phi is an equal opportunity/affirmative action organization. The organization values and seeks a diverse membership.

#### **Save the Dates!!**

April 4-6, 2011 Public Issues Leadership Development Conference; Alexandria, Virginia

April 5-7, 2011 - JCEP Conference, Holiday Inn, Stevens Point

October 9-13, 2011 - National ESP Conference, Syracuse, NY

October 6-9, 2012 - National ESP Conference, Mobile, AL



## Message from Joan LeFebvre, President-Elect

In my year as President-Elect I have had the benefit of President Paul Roback's mentoring. He models the role of a mentor providing a "...brain to pick, an ear to listen, and a push in the right direction." (adapted from quote by John Crosby). The year has taken me to a high level of appreciation for all the members of ESP and the work that you do to make this organization the "Key to Professional Excellence" for *all extension workers (current and retired)*.

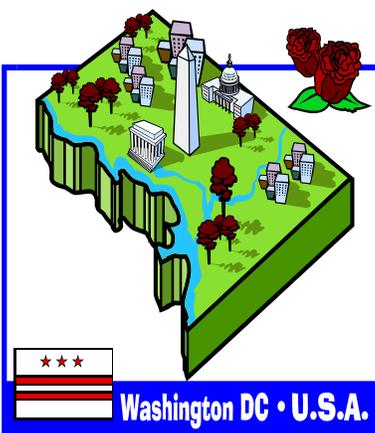
At the San Antonio JCEP conference, the ESP meetings included sharing from state chapters on the topic of membership. Everyone was excited about Wisconsin's activities. I shared our strategic planning efforts and everyone wants to have us post the process we used and plan we are developing. An ESP member from another state said when I shared Wisconsin's efforts the energy in the room "went up!" I will bring back ideas from other states to share with our board and committees.

National officers discussed opportunities for members to further their professional excellence by participating in national committees. They are looking for both active and retiree committee members. This is a great opportunity to learn more about a topic of interest to you and network with others across the nation. Committee options are:

- Global Relations
- Public Issues
- Membership and Recruitment
- Professional Development
- Marketing
- Scholarships, Grants, and Recognition
- Chapter Relations

To learn more about the committee activities and to complete an online committee member application, go to [www.espnational.com](http://www.espnational.com). The deadline for applications is April 1, 2011.

I look forward to seeing many of you at Wisconsin's JCEP conference.



## Public Issues Leadership Development (PILD) Conference

April 4 - 6, 2011 Alexandria, VA

PILD is a unique professional development opportunity that brings together leaders from all levels and subject matter areas of Extension and key volunteers to gain insight into the "big picture" of how the Extension system and our government work at the federal level. This conference provides a unique opportunity to interact with decision-makers in Congress, with our federal agency partner and with other "inside the Beltway" individuals and groups who support our work. Shelley Tidemann (Fond du Lac County Family Living Educator, Nutrition Coordinator) and Matt Hanson (Dodge County Crops/Soils Agent) have agreed to represent our Chapter at this conference.

## GRANTS COMMITTEE

Patrick Nehring, Grantss Committee Chair

### Highlights from Grant Recipients Experiences

Amber Ruff-Brei, Marathon County, 4-H Program Advisor

I would like to thank ESP for providing a grant for me to continue to pursue my Masters degree in Professional Development from Winona State University (WSU).

During fall 2010, I took two three credit courses. The first course I took was called Microskills. Microskills is a practice course, which provides a systematic skills

approach to developing basic counseling skills. This type of course is very practical because it teaches one how to be a better listener and how to build rapport with people. In 4-H Youth Development, this is a very useful skill when working with parents, youth and various conflicts. The other course I took was Professional and Scientific Ethics which was an online course. This class provided me with ideas of how to think about various ethical situations. This course was useful and applicable to my daily work as there is rarely a difficult situation that does not involve ethical principles. Both courses have been extremely beneficial as they have helped me to think differently about the way I react to difficult conversations and situations. I have also been able to share what I have learned with colleagues. Thank you so much for this opportunity!



Nav Ghimire, Green Lake County, Agriculture Agent

I would like to thank the ESP committee for offering me a grant to attend the Association of Career and Technical Research Education (ACTER) Conference held at Las Vegas from November 30 to December 2, 2010. The grant was primarily useful to pay the conference registration, air fare, hotel accommodation, food, car parking, and taxi fare.

A total of 25 people attended my break out session. The topic of my presentation was “The Four Educational Process Competencies and Professional Development Needs of Extension Educators in the North Central Region of the United States”. Attending my presentation were the experts in the field of professional development. This conference was useful for me because these experts provided highly professional comments in my research presentation. Based on their comments and suggestions, I decided to expand my previous research. The previous research determined the importance of four educational processes. The future research will identify the level of knowledge of extension educators in these educational processes and their needs to learn more about them for successful extension programming in the county. These educational processes are needs assessment and program development, learning systems, delivery systems and evaluation systems.

I had never thought about expanding my previous research; it is only because of the ESP grant I attended the ACTER conference and decide to conduct further research. To the best of my knowledge, the North Central Region Extension Service yet does not have a specified professional development programs related to educational processes for its educators. The upcoming research will identify the educators’ willingness to learn more about the competencies needed for effectively using educational processes and potentiality for designing professional development programs.

The link for my article published in the conference proceeding is:

<http://www.public.iastate.edu/~laanan/ACTER/2010/manuscripts/TheFourEducationalProcessesCompetencies.pdf>



## GLOBAL RELATIONS

Jenny Wehmeier, Committee Chair

The Farmer-to-Farmer program is funded by the United States Agency for International Development (USAID)'s Bureau for Economic Growth, Agriculture and Trade (EGAT) under the

management of the Office of Agriculture. It started in 1985 to support a variety of development programs aimed at reducing poverty and stimulating sustainable and broad-based economic growth in the agricultural sector. Volunteers from the U.S. provide technical assistance and training to local farmers, cooperatives and associations, rural financing institutions, educational institutions, private enterprises, local non-profit organizations, and public sector agencies known as "hosts" in various countries around the world covering a broad range of topics. Normal assignments usually run between 2-4 weeks, and often volunteers return to the countries for future assignments or maintain strong relationships with hosts after they return home. In addition to trainings and hands-on support, they also help leverage resources, establish partnerships and linkages to networks. Local projects are meant to be in line with country USAID missions and work closely with partner organizations and other programs. In addition, the Farmer-to-Farmer program employs a national country coordinator and at least one field officer to oversee day-to-day operations of the program, including support to volunteers as well as on-going technical assistance and follow-up with hosts. As part of their assignment, volunteers are expected to engage in public awareness activities after they return, in an effort to increase the U.S. public's understanding of international development issues and U.S. development programs.

Since the program started, over 12,000 people have volunteered in over 80 countries, directly benefiting over 1 million farmer families. Grants are normally issued for a period of five years. The current program started in October 2008 and will run through September 2013. The Farmer-to-Farmer program is currently being implemented by the following organizations: **Partners of the Americas**, Winrock International, ACDI/VOCA, CNFA, Florida A&M University, National Cooperative Business Association, Cooperative Coffees, FAVACA, IESC, Technoserve, University of Arizona, and Veterinarians without borders.

Specific information about the geographic locations and program focus areas can be found at: [http://www.usaid.gov/our\\_work/agriculture/farmer\\_to\\_farmer\\_active\\_programs.htm](http://www.usaid.gov/our_work/agriculture/farmer_to_farmer_active_programs.htm)

Currently, UWEX-Cooperative Extension (Program Development and Evaluation) has a contract with **Partners of the Americas** to develop an effective and sustainable monitoring and evaluation system for their Farmer-to-Farmer programs in Guyana, Nicaragua, Haiti and Dominican Republic. This was in response to the program evolution which is placing increased emphasis on impact and measurable results.



Each country develops sub-sector projects to focus on:

- Nicaragua: Dairy and Horticulture
- Haiti: Horticulture, Bee keeping and Small livestock
- Dominican Republic: Horticulture and Tree Crops
- Guyana: Non-traditional Horticulture and Aquaculture





## MEMBERSHIP COMMITTEE

Edie Felt-Podoll, Chair



Welcome to our new ESP Members for 2011!

- Jackie Carattini, Marathon County Family Living
- Sherry Daniels, Portage County Family Living
- Aimee Dunn, Dunn County 4-H Youth Development
- Nav Ghimire, Green Lake County Agriculture & Natural Resources
- Diana Tscheschiok, Fond du Lac County Community, Natural Resource & Economic Development
- Todd Johnson, Grant County Community, Natural Resource & Economic Development
- Gary Kirking, Juneau County Community, Natural Resource & Economic Development
- Monica Lobenstein, Jackson County 4-H Youth Development
- Mary Ann Olson, Adams County Family Living
- Gail Roberts, Jefferson County 4-H Youth Development
- Katie Sternweis, Dunn County Agriculture & Natural Resources

New members will be welcomed to ESP at the JCEP conference held in Stevens Point at the Holiday Inn & Suites April 5<sup>th</sup> – 7<sup>th</sup>. This recognition ceremony will take place during the ESP annual meeting held on Wednesday, April 6<sup>th</sup>. Please, all ESP members come join in welcoming the eleven new members. See you in Stevens Point.

### What Are Our Membership Numbers?

By adding eleven new colleagues to our ranks, we now have 123 annual members. The annual membership category is for employed Extension colleagues.

In addition to these 123 members, we have retirees that have chosen one of two membership categories: annual retirees or life membership. Annual retirees pay their dues each year and life members pay a fee that can be paid within two years. Combining both of these membership categories, we have 160 retired members. **We are 283 strong in the Alpha Sigma Chapter of ESP.**

Membership is everybody's business. As an ESP member consider reaching out to colleagues that are not yet members. You can access the complete 2011 membership roster at the ESP website [www.uwex.edu/ces/admin/esp/](http://www.uwex.edu/ces/admin/esp/).

Through your membership you have found the value of the benefits of belonging to this inclusive, multi-disciplinary professional organization open to all Extension colleagues. Pass along your enthusiasm and support of ESP to new colleagues in your office or from your program area. Consider talking with colleagues that have been around awhile but have not yet taken the step to join us. They could be encouraged by you.

Even though our official membership drive is complete, we continue to welcome new and continuing members all year long. If you haven't paid your dues or wish to join as a new member please complete the membership form found on the ESP website and send your dues to our Treasurer, Jeanne Baum at 3365 W. Brewster St., Appleton, WI 54914.

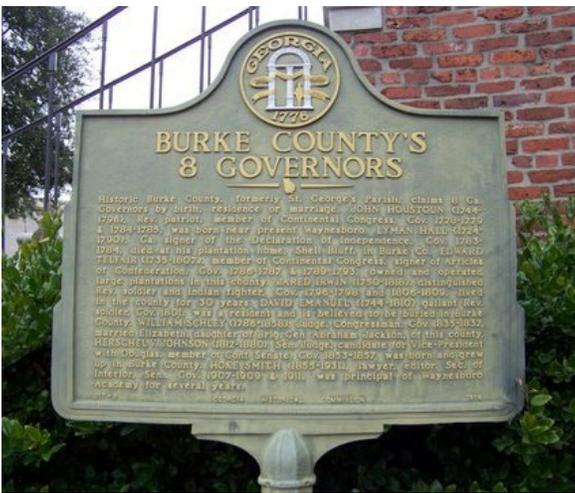


## Visit Sites Honoring Smith-Lever Act Sponsors

Taken from the espconnection found at <http://www.espnational.com/>

By: Judy Carlson, History Committee Chair

Consider visiting some of Extension's historic sites as we approach the centennial observances of the signing of the founding legislation for the Cooperative Extension Service. The Smith-Lever Act, signed on May 8, 1914 by President Woodrow Wilson, made Extension available nation-wide. Two landmarks for the trek could be historic plaques in Georgia and South Carolina recognizing the bill sponsors Michael Hoke Smith and Asbury Francis Lever.

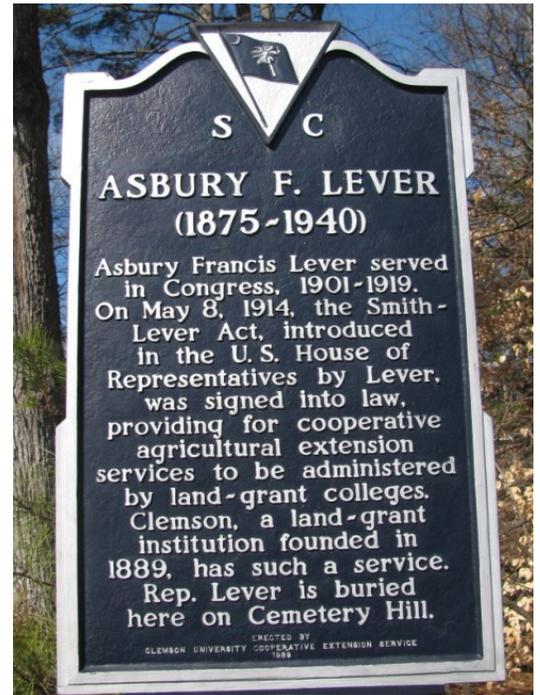


**Michael Hoke Smith** To view a plaque honoring Michael Hoke Smith go to the Courthouse at Burke County, Waynesboro, Georgia in the greater metro-area of Augusta. The historic plaque outside of the 1857 courthouse recognizes Smith and nine other former Georgia governors who have Burke County connections. After being governor, Smith was appointed and later elected to United States Senate in 1911. He piloted the Extension creation legislation in the Senate. The Hoke Smith Building and Annex on the campus of the University of Georgia in Athens, house some of the offices of the Cooperative Extension Service. Prior to entering politics Smith was owner of a prominent newspaper in Atlanta.

There is a brief bio of Smith in the Georgia Agricultural Hall of Fame Website for 1985.

**Asbury Francis Lever** Smith combined efforts with Asbury Francis Lever in the U. S. Congress to sponsor the bill. Congressman Lever was a member of the South Carolina House of Representatives prior to his election to Congress representing South Carolina. The historic marker, honoring Lever, is located on the Campus of Clemson University, Clemson, South Carolina near the entrance to the cemetery on Cemetery Hill.

There is an Epsilon Sigma Phi ensign engraved on his grave marker. ESP National President Deborah Thomas reports that Clemson collegiate 4-H'ers cleaned-up the gravesite. Biographical information about Lever is available on the Clemson University Website.



Article provided by ESP National History Committee: Judy Carlson (IA) [carljudycarlson@gmail.com](mailto:carljudycarlson@gmail.com), Gary Moran (ND), Susan Hansen (NE), Duane Johnson (WA) and Jan Scholl (PA).



# Joint Council of Extension Professionals

**April 5-7, 2011 ~ Holiday Inn ~ Stevens Point**

You are invited to participate in the 2011 JCEP (Joint Council of Extension Professionals) Conference. Join your Extension colleagues from around the state to re-energize through a variety of seminars, poster sessions, accomplishment celebrations, professional meetings, and friendship renewal and creation. Keynote and breakout sessions will be focusing on strategies for thriving in challenging times.

Conference Objectives include:

- Provide professional and personal development opportunities
- Provide opportunities to recognize and learn from the accomplishments of others
- **Explore strategies for thriving in challenging times**
- Strengthen the coalition of associations and increase the understanding of JCEP
- Encourage membership and active participation in the associations by providing time for meeting, planning and networking within each association

Conference highlights include:

**Tuesday April 5<sup>th</sup>** – Keynote presentation “The Healing Power of Humor” by Dr. Humor (Dr. Stuart Robertshaw), President & CEO National Association for the Humor Impaired. Dr. Humor will also present a workshop Wednesday afternoon.

**Wednesday April 6<sup>th</sup>** – ESP Gathering, ESP Annual Meeting, ESP Awards and Recognition, All Association Luncheon, Association Banquets

**Thursday April 7<sup>th</sup>** – Comments by Dean Rick Klemme and Capstone Presentation “Salsa, Soul, and Spirit” by Juana Bordas

Registration materials are available at <http://www.uwex.edu/ces/jcepwi/conference/index.html>. **Registration deadline is Friday, March 18.**



## RESOURCE DEVELOPMENT COMMITTEE

Peg Reedy, Chair

### Building Capacity of Extension Professionals Through Grants for Professional Development



Currently our investments are at the UW Foundation. As of December 2010 the market value of the two funds that make up this portfolio exceeded \$407,000. The Henry L. Ahlgren Award was established by a grant from David Ahlgren to “enable one or more Cooperative Extension educators to improve their ability to work in modernizing family farms, developing creative means to support and maintain family farms, and to develop and implement niche farming in Wisconsin.” Since 1982, contributions to the fund have totaled nearly \$48,000. The ESP fund was established by Epsilon Sigma Phi (Alpha Sigma Chapter) with a gift of \$45,900.73 from David L. Ahlgren. The purpose is to provide support for University of Wisconsin Extension - Cooperative Extension program. Since 1982, nearly \$300,000 has been contributed to this fund. This past year the Endowment provided over \$20,000 in Professional Development Grants to Extension Professionals. Since 2002, grants have gone to over 175 individuals and 2 teams of Extension professionals.

Extension educators are able to take advantage of many varied professional development opportunities as a result of the support they have received through the ESP professional development fund. With today’s continuing tough economic climate, this funding is crucial to our Extension professionals so they can continue to strengthen what they do best: provide research-based education to the citizens of Wisconsin.

You can support the ESP professional development fund at any level. You may contribute by sending a check to ESP Endowment Fund, Cooperative Extension, 601 Extension Building, 432 North Lake St. Madison, WI 53706 or go to <http://www.uwex.edu/ces/admin/esp/> to use a credit card. Contact the UW Extension payroll office to exercise the option of donating through payroll deduction. Individuals giving to the ESP endowment can be recognized for different levels of contribution on “The Evergreens”, a metal sculpture displayed outside the VandeBerg Auditorium at the Pyle Center.

Again this year we have an opportunity for building the endowment fund at the Joint Council of Extension Professionals Conference April 5-7 in Stevens Point. Consider contributing to a silent auction with a donation of a week at your cabin, a fishing trip to northern Wisconsin, a craft item or a gift package of Wisconsin products. Please contact Peg Reedy (262-741-4961; [peg.reedy@ces.uwex.edu](mailto:peg.reedy@ces.uwex.edu)) if you are interested in getting involved in this effort.

Thank you for your all of your support!

ESP Resource Development Committee:

Peg Reedy, Chair

Nancy Brooks

Gloria Fauerbach

Ellen Fitzsimmons

Don Last

Paul Roback

Keith VanderVelde

Annie Jones





**IN MEMORIAM** -- We are saddened to share that we received information of losing four friends and colleagues since our last newsletter.

**Allen Gill**, age 83, passed away peacefully on Friday, September 17, 2010. He was born on August 11, 1927, in Benton Township, and was united in marriage with Gwen Gray, on December 27, 1950, in Cuba City. Allen graduated from the University of Wisconsin-Platteville with a Bachelor of Science degree and began his career by teaching high school Agriculture in Lena and Richland Center. He became a 4-H agent in 1957 in Oconto, WI, and retired in 1986 after 25 years of service as Racine County's 4-H agent. He loved his work and spending time with his family. He also loved to research the family genealogy, work on his cars, plan household projects, and cheer on his favorite team, the Green Bay Packers.

**Ronald James Herman**, age 78, Phillips, died in the Flambeau Hospital in Park Falls on Saturday, November 13, 2010 from complications related to Amyotrophic Lateral Sclerosis (ALS). He was born on February 3, 1932, in Youngstown, Ohio. Ron worked in the Price County Extension Office for 20 years, until December 1985, first as a Forester and then as a CNRED Educator. He is survived by his wife, Devona "Dee", Phillips; by four children, Tom, Mary, Chuck, and Lisa; by 8 grandchildren; and by one sister, Patricia (Peter), Andrews.

**Wilfred Joseph Pierick**, age 92, passed away on December 19, 2010. Wil graduated from UW-Madison in 1942 with a Bachelor of Science degree in agricultural education. He earned his MS degree in extension education in 1963. He was an instructor of vocational agriculture for nine years in high schools at Elroy and Union Grove, and at Mauston as a veteran-on-the-farm trainer. He began his UW-Extension career as a county 4-H and youth agent in Rock County and from there moved to Lancaster in Grant County, serving there for nine years. In 1964, Pierick moved to Madison as a 4-H youth development specialist with UW-Extension. In his position he was responsible for the production and distribution statewide for agricultural, home economics and other 4-H youth development literature. During this time he edited and authored numerous publications. In 1982, he retired as professor emeritus of UW-Madison Extension.

**Elizabeth "Betty" Davies**, age 94, died January 11, 2011. Betty committed her life to the growth and development of strong families in the State of Wisconsin. Educated at the University of Wisconsin-Stevens Point and Madison campuses, Betty began her career as a high school home economics teacher in Luck, WI in 1938. She joined UWEX, first in Iowa County and then Sauk County, as a home economist. In 1952, she joined the State 4-H Staff for the rest of her career. Always seeking to improve her knowledge and understanding, Elizabeth earned a master's degree at Cornell University at Ithaca in 1956, with additional study at the University of Maryland and the Merrill Palmer Institute in Detroit, MI. "Aunt Betty" to 13 nieces and nephews and 28 grandnieces and grandnephews, Betty kept the Davies and Evans family history alive documenting the families' genealogies and their journey from Wales to Waushara County. She traveled extensively, documenting her adventures through her skills as a photographer.





### Help Us Recognize Colleagues Who Have Passed On

As a service to our ESP membership, we try to share information of deaths of colleagues. You can help if you would forward information you become aware of to JoAnn Gruber-Hagen. She will prepare announcements for ESP newsletters as well as for ESP gatherings. If you have an ESP event coming up and would like to be able to recognize colleagues who have passed, please contact JoAnn and she will be sure you have the most recent information. You can contact JoAnn at W4048 Kammes Drive, Belleville, WI 53508 or [hickoryridge@merr.com](mailto:hickoryridge@merr.com).



### *Some inspiration from Leadership Notes from The Ohio Leadership Center*

#### Seize the Day

From: Schantz, M. (2008). 75 principles of conscious leadership. Bandon, OR: Robert D. Reed Publishers.

Roman leaders coined the phrase, Carpe diem, which translates to seize the day. Skilled leaders know the necessity of proactivity. They understand and appreciate that every moment in each day holds opportunities. Individuals with clear mind, who focus on the present moment, can envision, create, serve and produce with grace and skill.

An old Buddhist proverb states that each day is a miniature version of your entire life. Each day will hold opportunities, gains, obstacles, and perhaps frustration. People's perspective determines how they view these events. Individuals determine how they may use their time, energy, and focus (Schantz, p. 96).

#### Five Things to Do Rather than Complain

From: Gordon, J. (2008). The no complaining rule: positive ways to deal with negativity at work. Hoboken, NJ: John Wiley & Sons.

1. **Practice gratitude.** Research shows that when we count three blessings a day, we get a measureable boost in happiness that uplifts and energizes us.
2. **Praise others.** Instead of complaining about what others are doing wrong, start focusing on what they are doing right.
3. **Focus on success.** Start a success journal. Focus on your success, and you'll look forward to creating more success tomorrow.
4. **Let go.** Focus on the things that you have the power to change, and let go of the things that are beyond your control.
5. **Pray and meditate.** Scientific research shows that they daily practices reduce stress; boost positive energy; and promote health, vitality and longevity (Gordon, p. 114).



## YOUR WISCONSIN RETIREMENT FUNDS IN ACTION

Dwayne A. Rohweder, ESP Representative to the Coalition of Annuitants



The headline to a recent article in the Wisconsin State Journal stated "Returns Rise for Retirees". While this is true, it was not enough to avert another reduction in the pension for many retirees. The Core Fund in WRS is in the third year of the smoothing mechanism for the 2008 losses.

The State of Wisconsin Investment Board (SWIB) announced that during this past challenging year (2010) for the U.S. economy, the WRS funds earned solid returns. Strong stock markets in the 4th quarter gave the Trust funds a boost after a slow start in 2010. In October, the Dow Jones Industrial Average had its highest monthly gain since 2006, rising 3%. This trend continued with the S&P 500 returning 7.6% for the month of December and 10.8% for the 4th quarter. The Core fund with diversified holdings of about 60% in domestic and international stocks and with bonds, real estate and private equity ended the year on December 31, 2010 with a preliminary return of 12.3%. The Variable fund, composed of U.S. and international stocks, ended the year with a preliminary 15.6% return. Both funds surpassed their benchmarks of 12.1% and 15.3%, respectively.

Based on these returns, the Employee Trust Funds (ETF) who administers the WRS fund, estimates that the approximate Core fund effective rate for workers will be between a +4.6 and +5.1% return. The approximate Core fund annuity adjustment for retirees should be between --1.0% and --1.5% (a guestimate of --1.2%). We are in the 3rd year of the 5 year smoothing of the Core fund to reduce volatility. The Core fund is still carrying \$9.2B in losses from 2008 with this year's allotment of \$2.8B. Assumed interest, mortality rates, and other actuarial factors also may affect the final adjustment. The next annual Core adjustment for annuitants (retirees) will be applied to the May 1st, 2011 payment. Annuitants should remember the Core fund guarantees that retirees will never get less than the amount of their initial annuity.

WRS members who also participate in the optional Variable trust fund should receive an increase of a +7.0 to +11.0% on May 1st. Variable fund adjustments are not smoothed and are closer to actual investment results.

ETF reports that this year 20,777 WRS participants requested estimates of their benefits prior to filing an official retirement application; 11,750 filed an application for retirement.

Performance compared to Peers: SWIB's internal management of WRS funds has been steadily increasing since 2007, now reaching over 50%. The internal management is providing more than \$800,000 in cost savings to WRS participants.





For the five years ending 6-30-2010, the Core fund: 1) Generated a greater total return than 70% of its peers; 2) Took less risk to earn the return than 78% of its peers, and 3) Earned a higher level of excess return for risk taken than the majority of its peers. As of December 31, 2010, 37 of the 57 SWIB portfolios (65%) met or beat benchmarks. Equity, fixed income and private equity asset classes exceeded markets.

Federal Retirements: The U.S. Congress approved a two-year pay freeze for Federal employees. Thus, there will be no Cost-of-living (COLA) adjustments for Social Security, Federal Retirements, and Military Retirement in 2011 and 2012. And, Congress failed to pass legislation to provide relief to older Americans who will not receive a COLA in 2011.

Tough Decisions Ahead: Several studies report that U.S. cities, counties, and states face a \$3.6 trillion gap between pension assets and what they have promised retirees, plus they have an additional \$140 billion in budget deficits, pressuring them to cut spending and not raise taxes. Public officials are focusing on pensions. According to the National Conference of State Legislatures, state plans cover 24 M active and retired workers or 8% of the U.S. population. Illinois has the least sound system, with a funded ratio of about 51%, followed by Oklahoma and Kentucky, according to Bloomberg data. (Illinois lowered benefits for new workers last year.) Missouri, Oregon, and Arkansas are in the middle with about 80%. Wisconsin is in the enviable position of being nearly 100% funded. There are about 18 states that want to pare pension costs by increasing employee contributions, raising the retirement age or curbing COLA increases. WI Governor Scott Walker made reference to Wisconsin employees paying into pension and health plans in his State of the State address. Stay tuned in and we will keep you informed.

Health Insurance: Be sure to keep the Certificate of Credible Coverage included in your "It's Your Choice" book to reduce premiums if you enroll in Medicare part D. Identity theft has targeted Medicare recipients. Be sure to review all documents you receive.

### **AWARDS COMMITTEE**

Matt Hanson, Awards Committee Chair

The ESP Awards Committee met via Wisline to select chapter award recipients for 2011. We had 13 applications to review covering six award categories.

- Friend of Extension (2)
- Administrative Leadership Recognition (1)
- Early Career Service (6)
- Mid-Career Service (1)
- Team (1)
- Retiree Service (2)

Remember, for most of the award categories, the recipient must be a current ESP member. For team awards, at least 50% of team members must be ESP members.

Our primary purpose between now and the JCEP conference is to select the award recipients, discuss nominations for regional and national awards and prepare for the JCEP All-Association Awards Luncheon.



This year was the first year that all the applications were entered on-line by the nominator and the entries were emailed directly to me from our National ESP organization. The Retiree Award had a separate form to complete on our State ESP awards website; since this is a state recognition and not part of the National ESP award categories.

The Awards Committee includes Marma McIntee, Linda Olson, Renee Vertin, Will Andresen, Marty Havlovic, Michelle Tidemann (Board Liaison), Joan Wimme and Matt Hanson (Chair).

The ESP Awards Committee welcomes new members to join. If you are interested, call Matt Hanson at 920-386-3793 or email [matt.hanson@uwex.edu](mailto:matt.hanson@uwex.edu).

### **The Paradoxical Commandments**

by Dr. Kent M. Keith, <http://www.paradoxicalcommandments.com/>

People are illogical, unreasonable, and self-centered.  
Love them anyway.

If you do good, people will accuse you of selfish ulterior motives.  
Do good anyway.

If you are successful, you will win false friends and true enemies.  
Succeed anyway.

The good you do today will be forgotten tomorrow.  
Do good anyway.

Honesty and frankness make you vulnerable.  
Be honest and frank anyway.

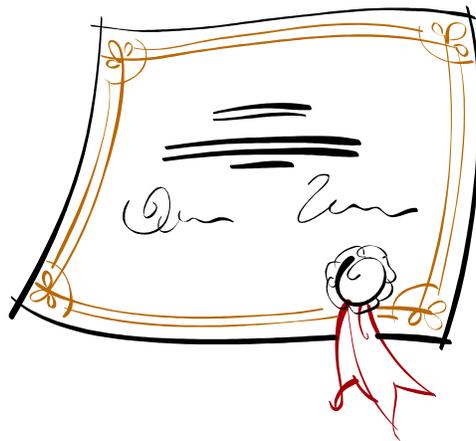
The biggest men and women with the biggest ideas can be shot down by the smallest men and women with the smallest minds.  
Think big anyway.

People favor underdogs but follow only top dogs.  
Fight for a few underdogs anyway.

What you spend years building may be destroyed overnight.  
Build anyway.

People really need help but may attack you if you do help them.  
Help people anyway.

Give the world the best you have and you'll get kicked in the teeth.  
Give the world the best you have anyway.





**EPSILON SIGMA PHI**  
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